

INTERIM TENURE POLICY

PURPOSE

This policy provides the definition of Tenure at Edison State Community College in agreement with the Edison State Education Association.

POLICY STATEMENT

Tenure at Edison State is a four-year contract which is renewed in the third year. Continuing contracts for tenured faculty members shall be renewed unless the College determines there to be cause for non-renewal.

A faculty member may be dismissed for cause during the term of an individual contract, whether for one year or an extended contract.

Cause shall include the following:

- Inability or unwillingness to address deficiencies identified in the faculty performance improvement process;
- Violation of local, state or federal laws that involve moral turpitude;
- Violation of College policies;
- Participating in strike activities in violation of the laws of Ohio;
- Theft or dishonesty;
- Any other act of similar seriousness that is detrimental to the effective operation of the College or its educational programs.

These provisions shall not preclude the College from imposing disciplinary action less severe than dismissal, if in the College's discretion, such action is warranted by the facts and circumstances of a case.

PERSONS AFFECTED

All Edison State Community College Faculty.